

South Pacific Regional Fisheries Management Organisation

Commission of the South Pacific Regional Fisheries Management Organisation

1st Meeting of the Commission, Auckland, New Zealand: 28 January - 1 February 2013

COMM-01-INF-02

Recruitment of the Executive Secretary

Item 5.2 of the Provisional Agenda is recruitment of the Executive Secretary of the organisation.

Article 14, paragraph 2 of the Convention provides that:

The chief administrative officer of the Secretariat shall be the Executive Secretary, who shall be appointed with the approval of the Contracting Parties on such terms as they may determine.

Rule 6 of the draft Rules of Procedure concerns the Secretariat and in particular provides that the Executive Secretary shall be appointed for a term of four years, and may be reappointed, but shall not serve more than eight years.

The Commission is free to adopt any process to make the appointment. The purpose of this paper is to provide suggestions for consideration as the Commission develops its process.

The following process is for consideration for the recruitment and appointment of the Executive Secretary at the next meeting of the Commission.

- An advertisement is prepared by the Executive Secretary and approved by the Chairperson. The advertisement is placed on the SPRFMO website for 4 weeks and is circulated to Members. The advertisement is also circulated to appropriate international organisations and media.
- The Executive Secretary collates the submitted applications and sends them to each Member's Head of Delegation.
- Each Member ranks their five (5) preferred candidates and submits the ranking by order of preference to the Executive Secretary.
- The Executive Secretary prepares a table of all aggregated rankings and circulates it to all Members. The individual Member rankings will be kept confidential.
- The five candidates with the highest aggregate scores are short listed for an interview.
- An interview panel is convened during the next Commission meeting. The interview panel shall consist of the Heads of Delegations of Members. The interview panel convenes and interviews the short listed candidates.
- The Commission will endeavour to select the preferred candidate as Executive Secretary by consensus. In the event that no consensus is reached, the Commission will agree on a voting procedure as a means of achieving a consensus.

The process could be followed using the regular schedule of annual Commission meetings, or an *ad hoc* meeting could be convened midway through the year.